Health Services
LOS ANGELES COUNTY

**Los Angeles County
Board of Supervisors**

Gloria Molina
First District

Yvonne B. Burke
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Third District

Don Knabe
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Fifth District

John F. Schunhoff, Ph.D.
Interim Director

Robert G. Splawn, M.D.
Interim Chief Medical Officer

313 N. Figueroa Street, Suite 912
Los Angeles, CA 90012

Tel: (213) 240-8101
Fax: (213) 481-0503

www.dhs.lacounty.gov

To improve health

through leadership,

service and education.

June 10, 2008

TO: Each Supervisor

FROM: John F. Schunhoff, Ph.D.
             Interim Director

SUBJECT: **NURSING STRATEGIC PLAN AND RECRUITMENT
             AND RETENTION UPDATE JANUARY 1, 2008
             THROUGH MARCH 31, 2008**

Attached for your review is a quarterly update on the progress of the strategic plan initiatives as well as a report on nurse recruitment and retention for the period of January 1, 2008 through March 31, 2008.

Nursing Strategic Plan Update

I.   Recruitment

     Recruitment statistics, as reflected in Attachments I & II, demonstrate that through our recruitment efforts, Department of Health Services (DHS) recruitment of new Registered Nurse (RN) graduates from California Community Colleges and International nursing schools continues to increase.

II. Registry Reduction Plan

     The Office of Nursing Affairs (ONA) is continuing its aggressive strategy in reducing registry expenses. Certified Nursing Attendant (CNA) hiring, LVN hiring and RN hiring continues with 7 CNA's, 26 LVN's and148 RN's hired during the first calendar year quarter (see Attachment III).

III. Centralized Database

     All recruitment and retention statistics are being tracked and trended using a centralized database. The information provided by the facility nurse recruiters includes:

     • Number of new hires and terminations (see Attachment III, IV, & VII)
     • Reasons for declining employment (see Attachment V)
     • Reasons for terminations (see Attachment VI)
     • RN vacancy (see Attachment IX)
     • Licensed Vocational Nurse vacancy (see Attachment X)

III.   Centralized Database (cont'd)

A database has been established to track Return On Investment (ROI) from job fairs, advertising venues, etc. The information provided by the facility nurse recruiters includes:

- RN Recruitment from Nursing Schools (see Attachment I)
- RN Hiring Sources (see Attachment II)

IV.   Retention

A standardized exit interview format has been developed. It is being utilized by all facility nurse recruiters to track results of exit interviews. Results of exit interviews will be shared with facilities and an action plan will be developed to respond to issues identified during interviews.

V.   Registry Utilization

The goal of DHS is to reduce reliance on registry nurses. Registry Utilization is tracked and trended by facility. Registry nurses were utilized to supplement staffing in response to increased patient volume and unfilled vacancies (see Attachment VIII).

Nurse Recruitment and Retention Programs

Employee Referral Award Program (ERAP): This recruitment and retention program enhances recruitment of hard-to-fill licensed RN positions. This program awards current DHS employees for referring RN's to work for DHS. If a referred RN is hired, the referring DHS employee can receive up to $1,000. During this reporting period, the ONA received 60 referrals and a total of 13 applicants were hired in comparison to last year, from January 1, 2007 to March 31, 2007 a total of 56 ERAP referrals were received and 20 applicants were hired.

Tuition Reimbursement (TR): This retention program continues to be an effective method of providing financial assistance to DHS employees pursuing a nursing education. This program is now centralized under the ONA, which has shortened the time it takes to receive reimbursement from several months to an average of 30 days or less. During this reporting period, $132,583 in TR was distributed to 126 DHS employees. As compared to January 1, 2007 through March 31, 2007a total of $97,103.25 in TR had been distributed.

Relocation Incentive Program (RIP): This recruitment strategy provides financial assistance to RNs who relocate from at least 200 miles outside of Los Angeles County and work for DHS for a minimum of one year. Two (2) new hires received the Relocation Incentive monetary award during this reporting period.

Tutoring and Mentoring Programs at East Los Angeles Community College, Glendale Community College, and Los Angeles Valley College:

Efforts to establish visibility and a presence at the three (3) nursing schools involved in the Tutoring and Mentoring programs have continued. The goal is to increase employment of the student nurses and graduates at DHS facilities. The ONA staff and faculty from the three nursing schools have been hosting recruitment activities to assist in nursing recruitment efforts prior to upcoming graduations.

East Los Angeles Community College (ELAC) School of Nursing

- All students received DHS Tutoring and Mentoring Program services
- One (1) ELAC graduate was hired as staff nurse/interim permittee for DHS
- One (1) ELAC nursing student was hired as a student nurse worker for DHS
- 75.68% of the graduates passed National Council Licensure Examination (NCLEX)

Glendale Community College (GCC) School of Nursing

- All students received DHS Tutoring and Mentoring Program services
- Three (3) GCC graduates were hired as staff nurses/interim permittees for DHS
- 87.23% of the graduates passed NCLEX

Los Angeles Valley College (LAVC) School of Nursing

- All students received DHS Tutoring and Mentoring Program services
- Seven (7) LAVC graduates were hired as staff nurses/interim permittees for DHS
- One (1) LAVC nursing student was hired as a student nurse worker for DHS
- 84% of the graduates passed NCLEX

El Camino College/Compton Community Educational Center

During this quarter, the ONA continued the process of establishing a Tutoring and Mentoring program in South Los Angeles. The ONA staff received the renewed contract agreement between El Camino College and the Compton Community Educational Center. The agreement reinstates the nursing school partnership, allowing ONA to submit to the Contracts and Grants division the necessary documentation to move forward in establishing a new nursing contract in South Los Angeles.

College of Nursing and Allied Health (CONAH)

Recruitment at the CONAH continued with the goal of increasing employment of student nurses and retention of the graduates at DHS facilities.

The following recruitment strategies were provided during this quarter:

- Nurse Intern Program
- Resume Writing Presentations
- Recruitment Table at CONAH
- Nursing Open House

CONAH hiring statistics during this reporting period:

- Twenty-Five (25) CONAH graduates were hired as staff nurses/interim permittees for DHS
- One (1) CONAH nursing student was hired as a student nurse worker for DHS
- 94.38% of the graduates passed NCLEX

If you have any questions or need additional information, please let me know.

JFS:lq
501:010

Attachments

c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Chief Nursing Officer/Director of Nursing

ATTACHMENTS

Attachment I A   -   Registered Nurse Recruitment from Nursing
Schools – January 2008 through March 2008

Attachment I B   -   Registered Nurse Recruitment from Nursing
Schools – January 2007 through December 2007

Attachment II A   -   Registered Nurse Hiring Sources
January 2008 through March 2008

Attachment II B   -   Registered Nurse Hiring Sources
January 2007 through December 2007

Attachment III   -   Facility-Wide Nursing Recruitment and
Retention Report

Attachment IV   -   New Hires and Terminations

Attachment V   -   Reasons RN Candidates Decline Employment

Attachment VI   -   Reasons for Terminations

Attachment VII   -   Fiscal Year(s) 2005-2008 New Hires/Terminations
Department of Health Services/Per Facility

Attachment VIII   -   Fiscal Year(s) 2005-2008 Registry Nurse Expenses
and Hours Per Facility

Attachment IX   -   Registered Nurse Vacancy/January-March 2008

Attachment X   -   Licensed Vocational Nurse Vacancy/ January-
March 2008

LOS ANGELES COUNTY DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
REGISTERED NURSE RECRUITMENT FROM NURSING SCHOOLS
FIRST QUARTERLY REPORT
JANUARY 1, 2008 THROUGH MARCH 31, 2008
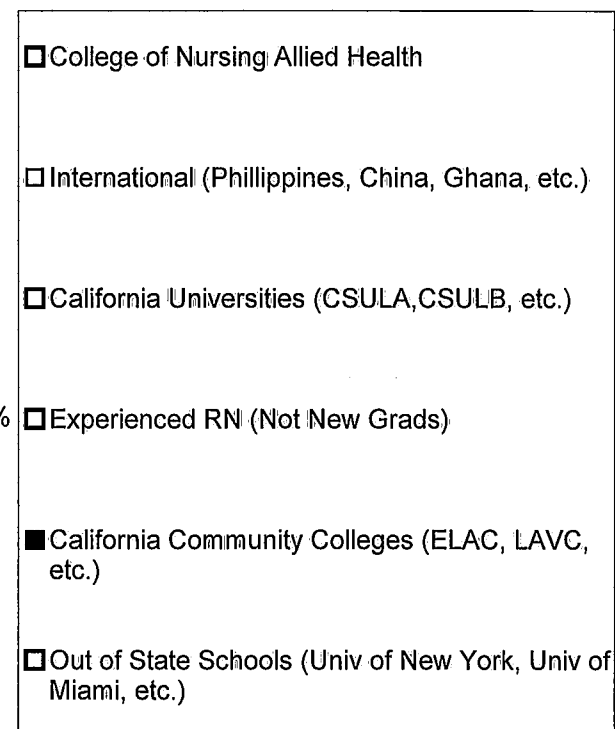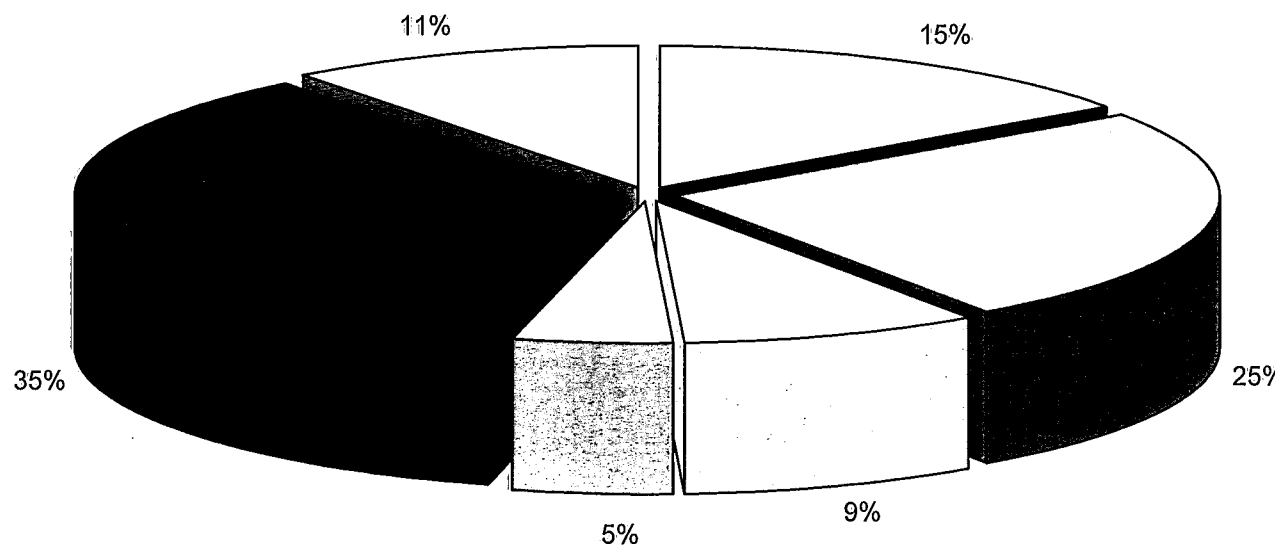
11%

15%

35%

25%

5%

9%

☐ College of Nursing Allied Health

☐ International (Phillippines, China, Ghana, etc.)

☐ California Universities (CSULA,CSULB, etc.)

☐ Experienced RN (Not New Grads)

■ California Community Colleges (ELAC, LAVC, etc.)

☐ Out of State Schools (Univ of New York, Univ of Miami, etc.)

Total Number of RN's Hired = 148

LOS ANGELES COUNTY DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
REGISTERED NURSE RECRUITMENT FROM NURSING SCHOOLS
JAUNARY 1, 2007 THROUGH DECEMBER 31, 2007
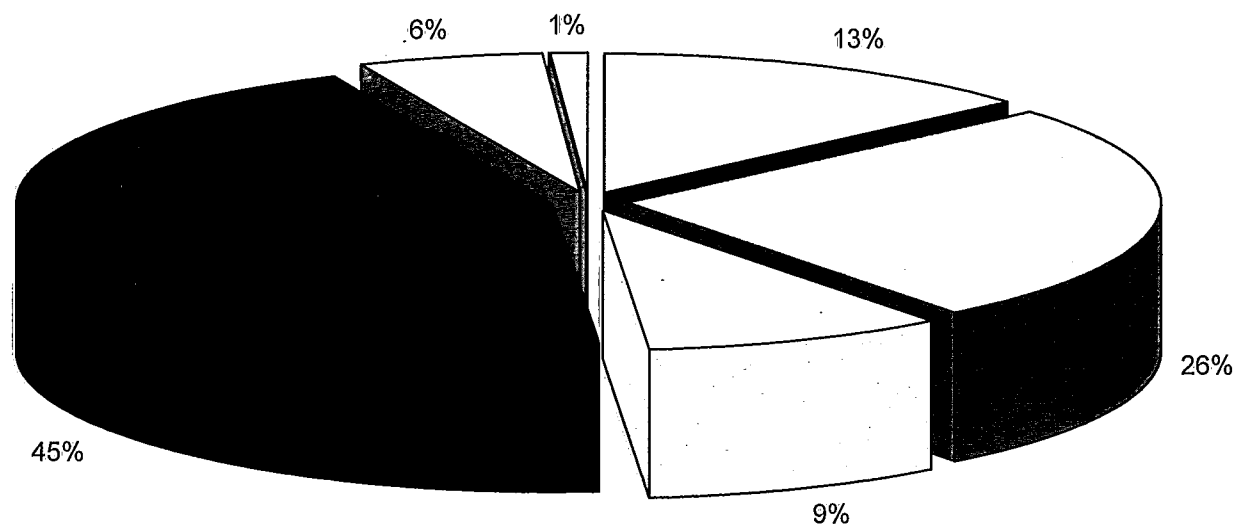
Legend:
- ☐ College of Nursing Allied Health
- ☐ International (Phillippines, China, Ghana, etc.)
- ☐ California Universities (CSULA,CSULB, etc.)
- ■ California Community Colleges (ELAC, LAVC, etc.)
- ☐ Out of State Schools (Univ of New York, Univ of Miami, etc.)
- ☐ Experienced RN (Not New Grads)

Pie chart values: 6%, 1%, 13%, 26%, 9%, 45%

Total Number of RN's Hired =478

LOS ANGELES COUNTY DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
REGISTERED NURSE HIRING SOURCES
FIRST QUARTERLY REPORT
JANUARY 1, 2008 THROUGH MARCH 31, 2008

13%

7%

7%

9%

25%

17%

10%

0%

12%

□ Job Fairs

■ Knows County Employee

□ Walk In

□ Current County Employee

□ Employee Referral Award Program (ERAP)

□ DHS Website

□ Martin Luther King Jr./Harbor Hospital Transfers

□ DHS Nurse Advertisement

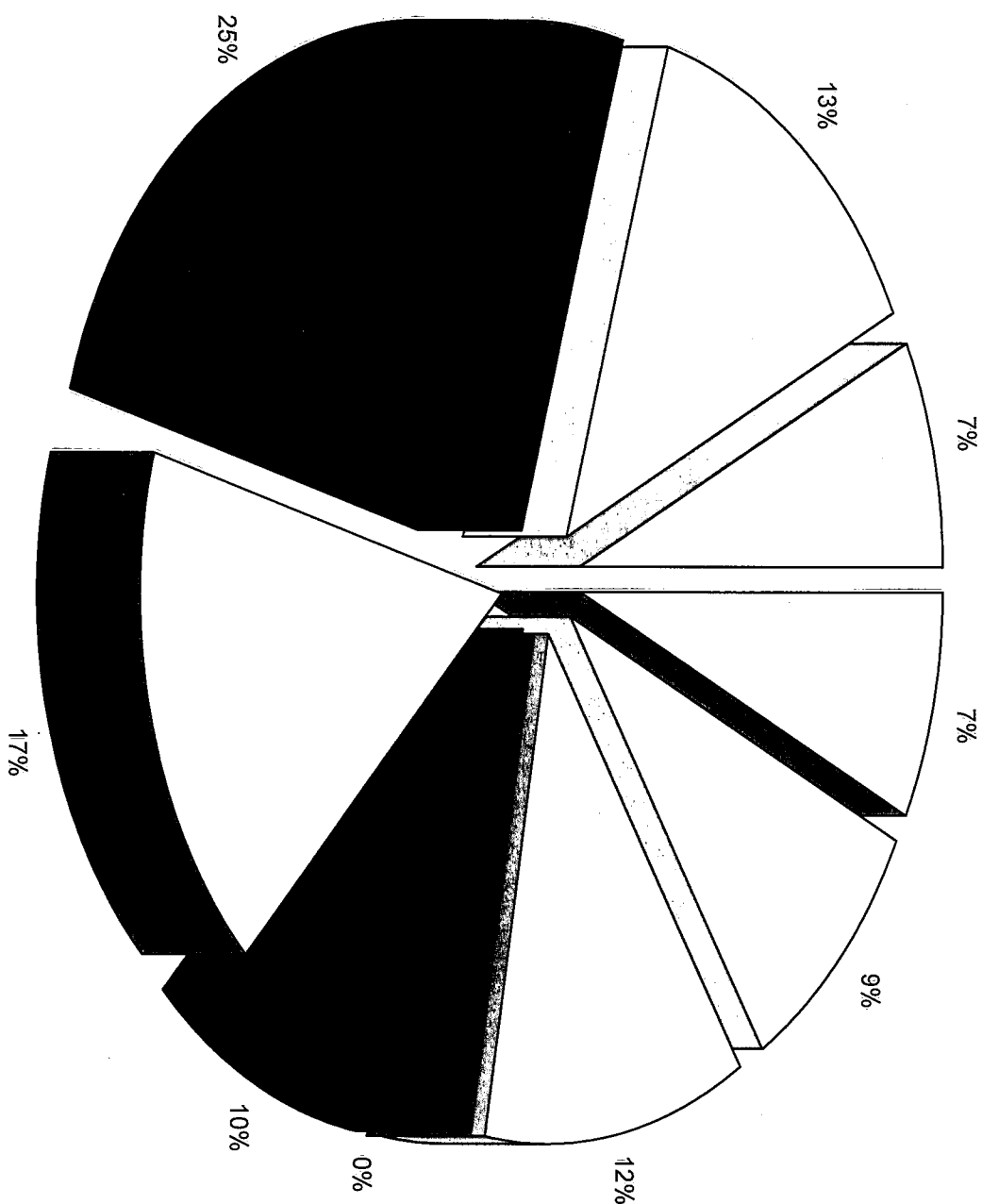■ Other (Job Hotline, Library, Clinical Affiliation, etc.)

Total Number of RN's Hired =148

LOS ANGELES COUNTY DEPARTMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
REGISTERED NURSE HIRING SOURCES
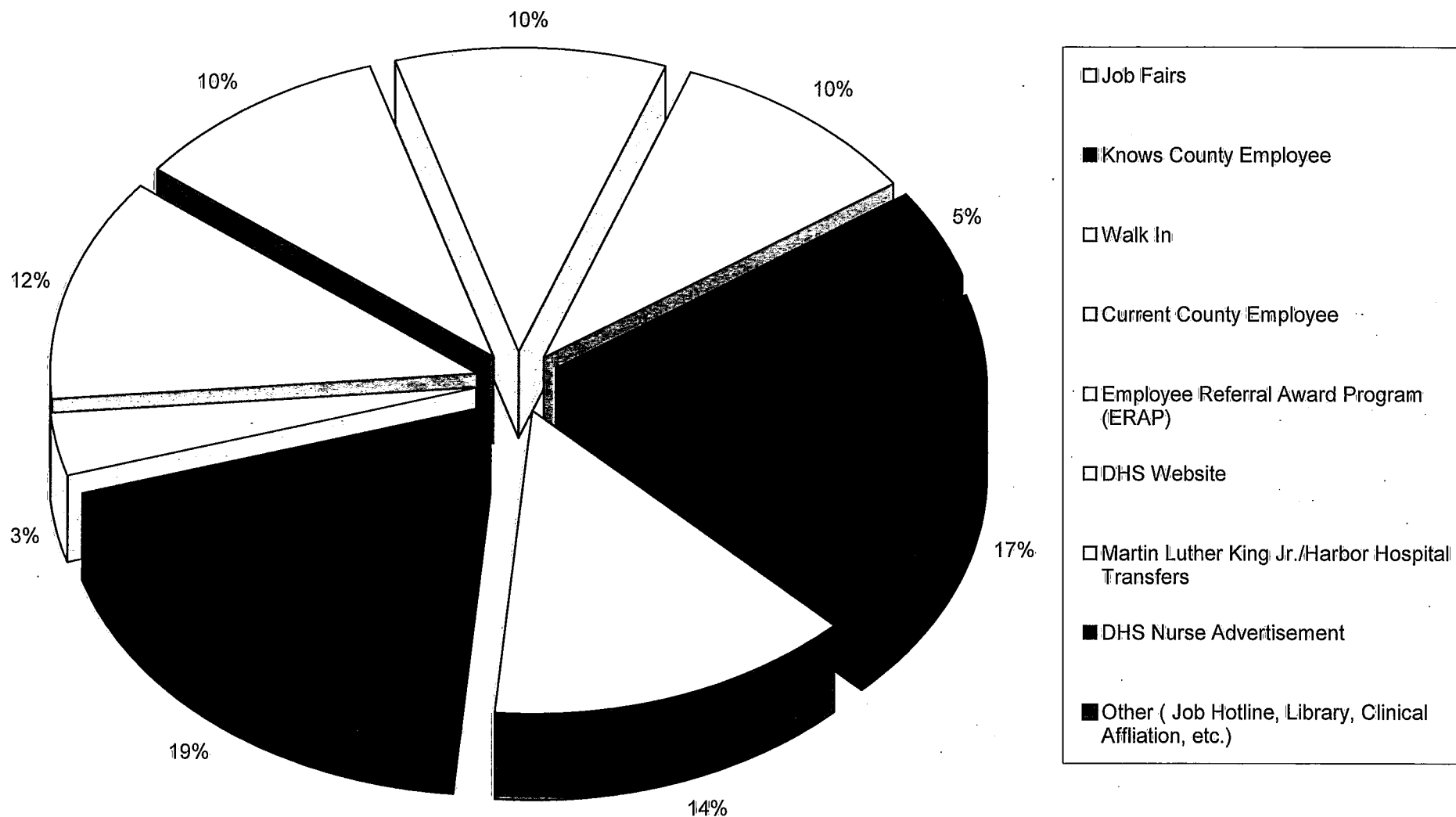**JANUARY 1, 2007 THROUGH DECEMBER 31, 2007**

☐ Job Fairs

■ Knows County Employee

☐ Walk In

☐ Current County Employee

☐ Employee Referral Award Program (ERAP)

☐ DHS Website

☐ Martin Luther King Jr./Harbor Hospital Transfers

■ DHS Nurse Advertisement

■ Other (Job Hotline, Library, Clinical Affliation, etc.)

Total Number of RN's Hired =478

LOS ANGELES COUNTY - DEPATMENT OF HEALTH SERVICES
OFFICE OF NURSING AFFAIRS
FACILITY-WIDE NURSING RECRUITMENT AND RETENTION REPORT
JANUARY 1, 2008 THROUGH MARCH 31, 2008

Health Services
LOS ANGELES COUNTY

		Quarter One (1) January-March 2008	Quarter Two (2) April-June 2008	Quarter Three (3) July-September 2008	Quarter Four (4) October-December 2008	TOTAL
Registered Nurse	New Hires	148				
	Terminations	86				
NET GAIN		62				
Licensed Vocational Nurse	New Hires	26				
	Terminations	20				
NET GAIN		6				
Nursing Attendant	New Hires	7				
	Terminations	20				
NET GAIN		-13				
Student Nurse Worker/ Sr. Student Nurse Worker	New Hires	35				
	Terminations	10				
NET GAIN		25				
OVERALL NET GAIN		80				

DEPARTMENT OF HEALTH SERVICES
Registered Nurse First Quarter Report
January 1, 2008 through March 31, 2008
New Hires and Terminations

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total Year to Date
Deparment of Health Services (All Dept #s)	Incomings	38	46	64										148
	Terminations	31	24	31										86
High Desert Healthcare System (Dept 130)	Incomings	0	2	2										4
	Terminations	0	2	2										4
LAC+USC Healthcare Network (Dept 160)	Incomings	22	22	41										85
	Terminations	12	11	11										34
Harbor/UCLA Medical Center (Dept 200)	Incomings	9	8	10										27
	Terminations	6	6	5										17
MLK-Harbor Hospital (Dept 225)	Incomings	0	0	0										0
	Terminations	2	0	5										7
ValleyCare Olive View/UCLA Medical Center (Dept 240)	Incomings	2	12	8										22
	Terminations	7	3	1										11
Rancho Los Amigos National Rehabilitation Center (Dept 260)	Incomings	5	2	3										10
	Terminations	4	2	7										13

DEPARTMENT OF HEALTH SERVICES
Office of Nursing Affairs
First Quarter Report
January 1, 2008 through March 31, 2008
Reason RN Candidates Decline Employment

	REASON CANDIDATE DECLINED EMPLOYMENT	HARBOR/UCLA MEDICAL CENTER	LAC+USC HEALTHCARE NETWORK	RANCHO LOS AMIGOS NAT'L REHAB CTR	OLIVE VIEW MEDICAL CENTER	HIGH DESSERT HEALTH SYSTEMS	MLK-HARBOR HOSPITAL	TOTAL
1	Accepted another job	8	1	2	1	0	0	12
2	Did not respond to calls	1	0	0	0	0	0	1
3	Did not respond to letter	0	0	0	0	0	0	0
4	Did not show - no reason given	0	0	1	0	0	0	1
5	Distance	0	0	0	0	0	0	0
6	Negative publicity\Professional risk	0	0	0	0	0	0	0
7	Not interested in full-time perm position	0	0	0	0	0	0	0
8	Not interested in shift offered	0	1	0	2	0	0	3
9	Not interested in specialty area offered	0	0	0	0	0	0	0
10	Not interested in work assignment	0	0	0	0	0	0	0
11	Personal reasons	0	3	0	1	0	0	4
12	Prefers a higher position	0	0	2	1	0	0	3
13	Prefers another DHS department	0	0	0	0	0	0	0
14	Salary too low	1	1	1	0	0	0	3
15	Unable to attend new hire orientation	0	0	0	0	0	0	0
16	Unable to clear pre-employment physical	0	0	0	0	0	0	0
17	Hiring Process too long	0	0	0	0	0	0	4
18	Decided not to relocate to Los Angeles, CA	1	0	0	0	0	0	1
19	Moving out of State	0	0	0	0	0	0	0
	TOTAL	11	6	6	5	0	0	28

This data includes results from employment/job offers made to candidates after placement interviews were conducted. Also, includes results from canvasing letters mailed to candidates on eligible lists.

DEPARTMENT OF HEALTH SERVICES
Registered Nurse First Quarter Report
January 1, 2008 through March 31, 2008
### Reasons for Terminations

Department Number - Facility or Program	Deceased	Discharged	Failed Medical Exam	Health	Moved	Non County Employment	Resigned	Personal	Remain at Home	Recurrent Release	Released Temp	Retirement	Return to School	Working Condition	Transfer	TOTAL
130 - High Desert Healthcare System	0	0	0	0	0	0	2	0	0	0	0	2	0	0	0	4
160 - LAC+USC Healthcare Network	0	0	0	0	0	0	27	0	0	0	0	6	0	0	1	34
200 - Harbor/UCLA Medical Center	0	1	0	0	0	0	13	0	0	0	0	1	0	0	2	17
225 - MLK-Harbor Hospital	0	0	0		0	0	2	0	0	0	0	4	0	0	1	7
240 - ValleyCare Olive View/UCLA Medical Center	0	1	0		0	0	5	0	0	0	0	4	0	0	1	11
260 - Rancho Los Amigos Nat'l Rehab Center	0	1	0	0	0	0	6	0	0	0	0	6	0	0	0	13
TOTAL	0	3	0	0	0	0	55	0	0	0	0	23	0	0	5	86

County of Los Angeles
Department of Health Services
Office of Nursing Affairs
New Hires/Terminations
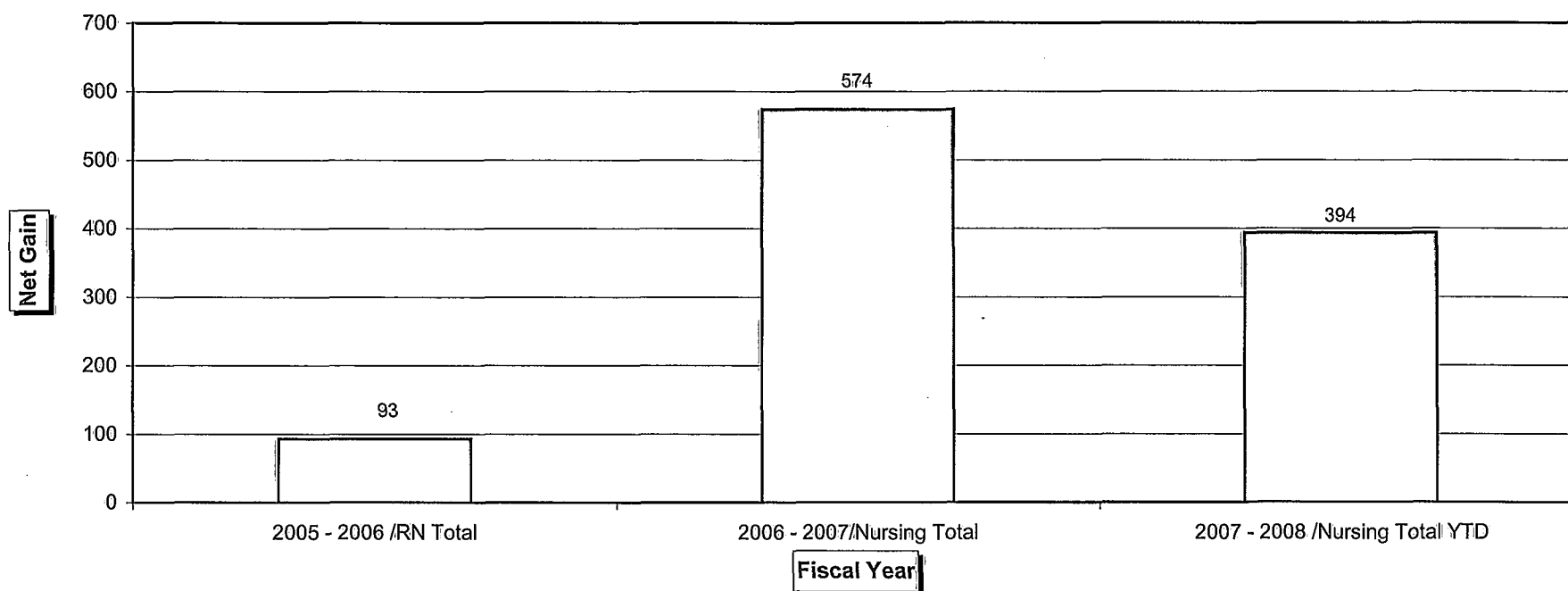
Health Services
LOS ANGELES COUNTY

DEPARTMENT OF HEALTH SERVICES

Fiscal Year 2005-2006 reflects RN's only
Fiscal Year 2006-2007 reflects RN's, LVN's, NA's SNW's and Sr. SNW's data
Fiscal Year 2007-2008 reflects RN's, LVN's, NA's SNW's and Sr. SNW's for July 1, 2007 -March 31, 2008

	FISCAL YEAR 2005 - 2008		
	2005 - 2006 /RN Total	2006 - 2007/Nursing Total	2007 - 2008 /Nursing Total YTD
New Hires	652	1090	757
Terminations	559	516	363
Net Gain (Loss)	93	574	394

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

Fiscal Years 2005 - 2008
New Hires/Terminations

High Desert Health Systems
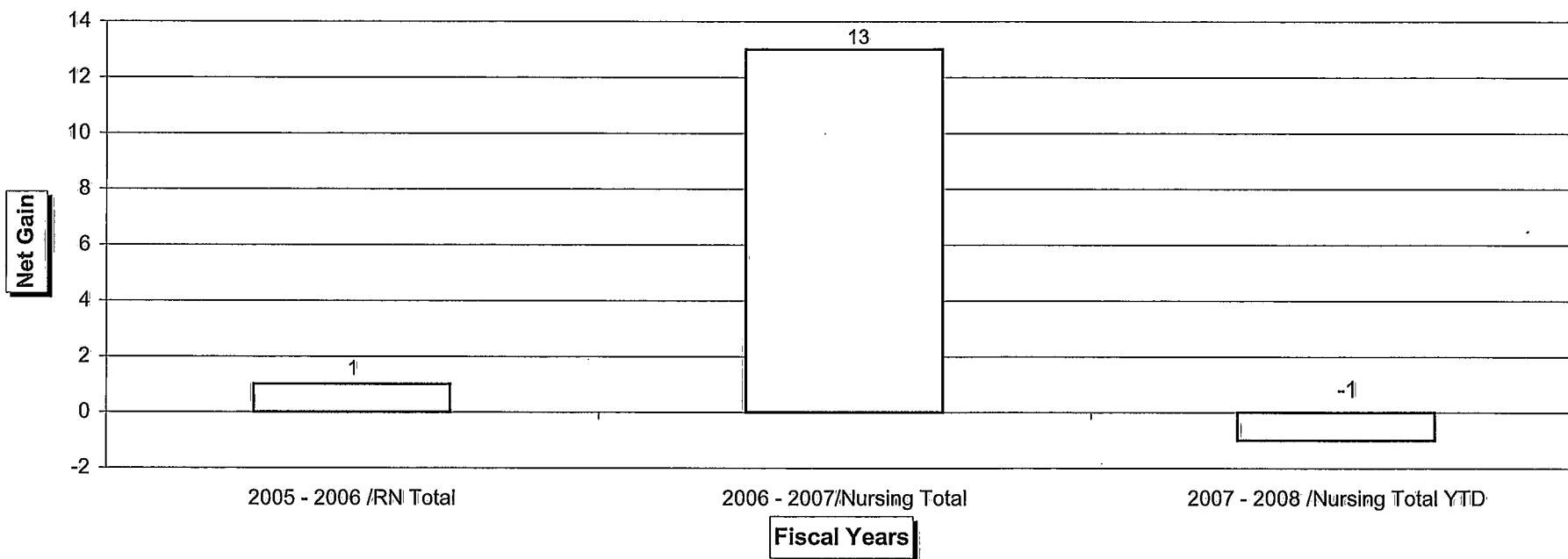
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Fiscal Year 2007-2008 reflects RN's, LVN's, NA's SNW's and Sr. SNW's for July 1, 2007 -March 31, 2008

	FISCAL YEAR 2005 - 2008		
	2005 - 2006 /RN Total	2006 - 2007/Nursing Total	2007 - 2008 /Nursing Total YTD
New Hires	14	25	19
Terminations	13	12	20
Net Gain/ (Loss)	1	13	-1

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

Fiscal Years 2005 - 2008
New Hires/Terminations

Harbor - UCLA Medical Center
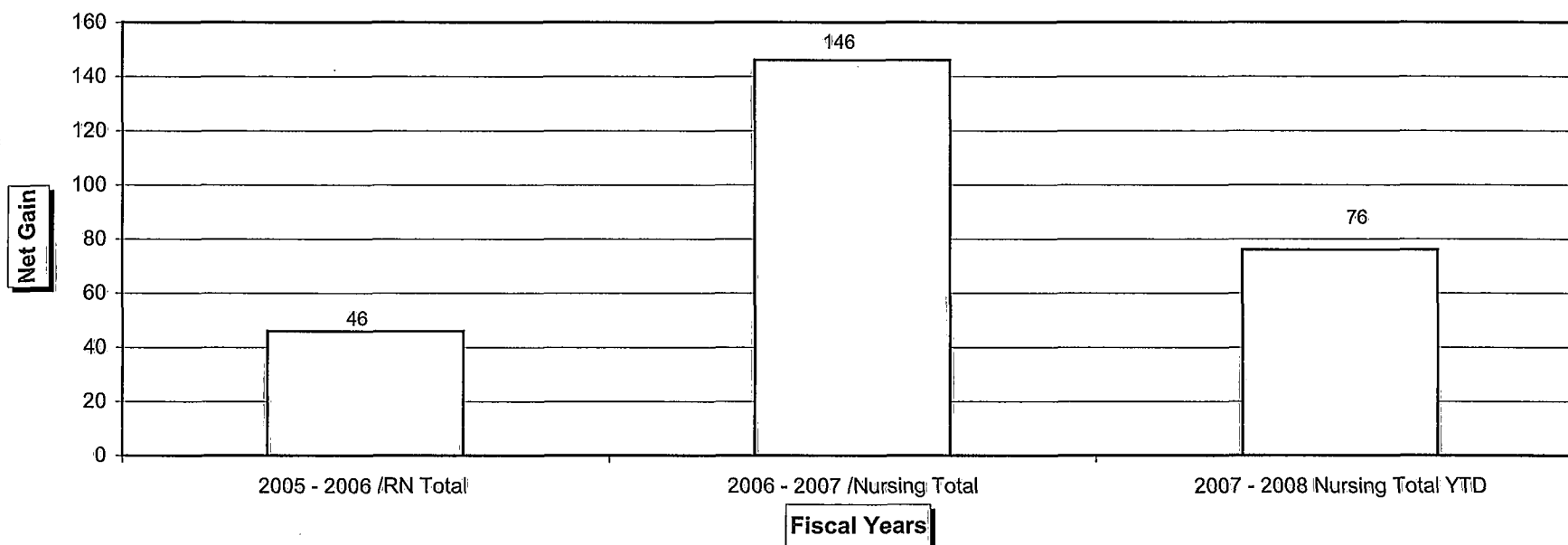
Fiscal Year 2005-2006 reflects RN's only
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Fiscal Year 2007-2008 reflects RN's, LVN's, NA's SNW's and Sr. SNW's for July 1, 2007 -March 31, 2008

	FISCAL YEARS 2005 - 2008		
	2005 - 2006 /RN Total	2006 - 2007 /Nursing Total	2007 - 2008 Nursing Total YTD
New Hires	173	267	183
Terminations	127	121	107
Net Gain/ (Loss)	46	146	76

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

Fiscal Years 2005 - 2008
New Hires/Terminations

LAC + USC Healthcare Network
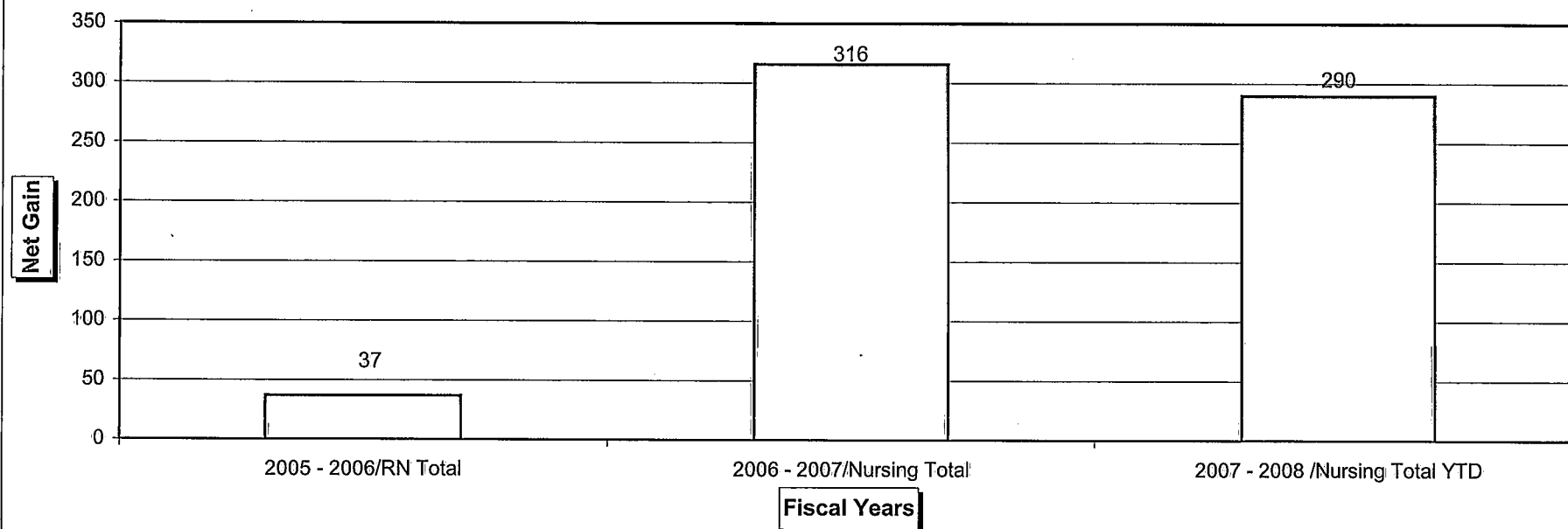
Fiscal Year 2005-2006 reflects RN's only
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Fiscal Year 2007-2008 reflects RN's, LVN's, NA's SNW's and Sr. SNW's for July 1, 2007 -March 31, 2008

	FISCAL YEAR 2005 - 2008		
	2005 - 2006/RN Total	2006 - 2007/Nursing Total	2007 - 2008 /Nursing Total YTD
New Hires	270	420	407
Terminations	233	104	117
Net Gain/ Loss	37	316	290

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

Fiscal Years 2005 - 2008
New Hires/Terminations

Martin Luther King, Jr. Multi-Service Ambulatory Care Center

Fiscal Year 2005-2006 reflects RN's only
Fiscal Year 2006-2007 reflects RN's, LVN's, NA's SNW's and Sr. SNW's data
Fiscal Year 2007-2008 reflects RN's, LVN's, NA's SNW's and Sr. SNW's for July 1, 2007 -March 31, 2008

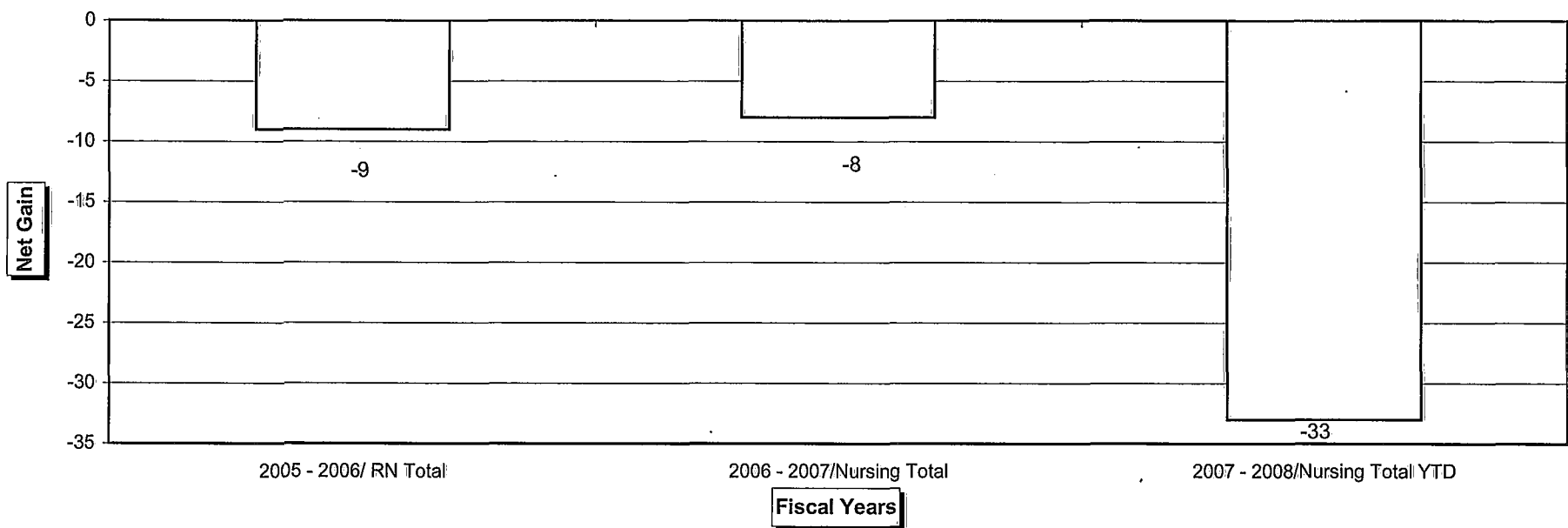|	FISCAL YEAR 2005 - 2008		
	2005 - 2006/ RN Total	2006 - 2007/Nursing Total	2007 - 2008/Nursing Total YTD
New Hires	81	120	5
Terminations	90	128	38
Net Gain /(Loss)	-9	-8	-33

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Fiscal Year 2005 - 2008
New Hires/ Terminations

Rancho Los Amigos National Rehabilitation Center
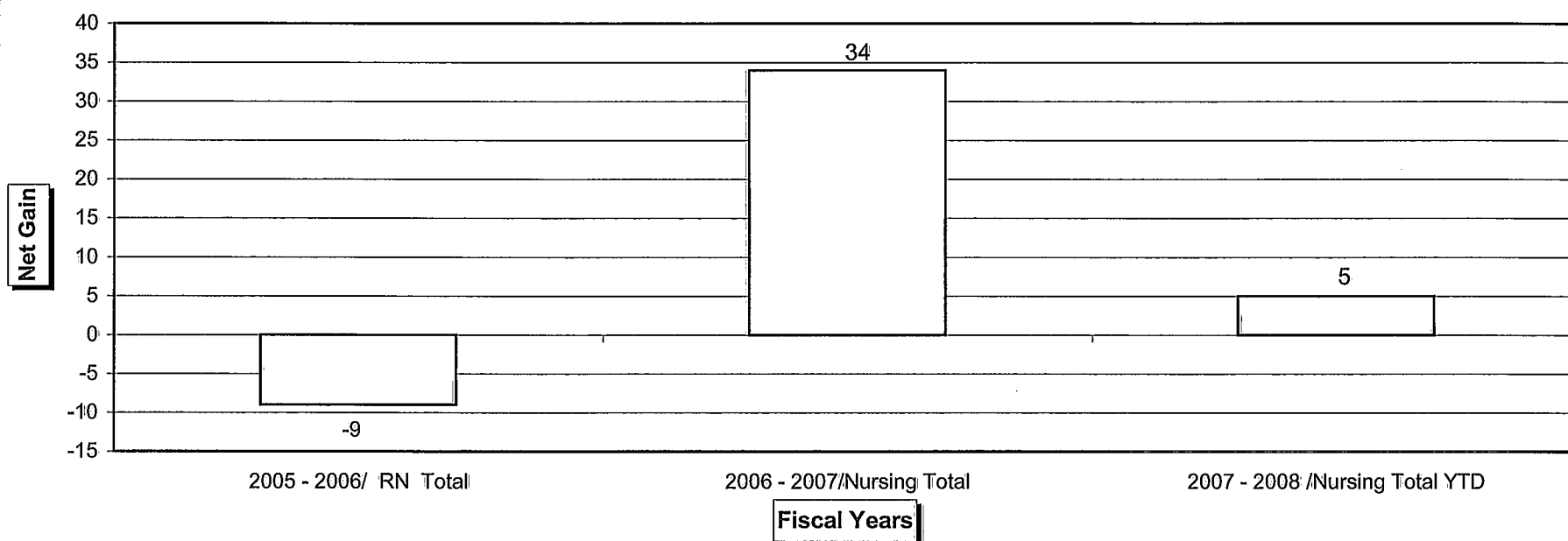
Fiscal Year 2005-2006 reflects RN's only
Fiscal Year 2006-2007 reflects RN's, LVN's, NA's SNW's and Sr. SNW's data
Fiscal Year 2007-2008 reflects RN's, LVN's, NA's SNW's and Sr. SNW's for July 1, 2007 -March 31, 2008

	FISCAL YEAR 2005 - 2008		
	2005 - 2006/ RN Total	2006 - 2007/Nursing Total	2007 - 2008 /Nursing Total YTD
New Hires	29	94	43
Terminations	38	60	38
Net Gain/ (Loss)	-9	34	5

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

Fiscal Year 2005 - 2008

New Hires/Terminations

ValleyCare Olive View - Medical Center
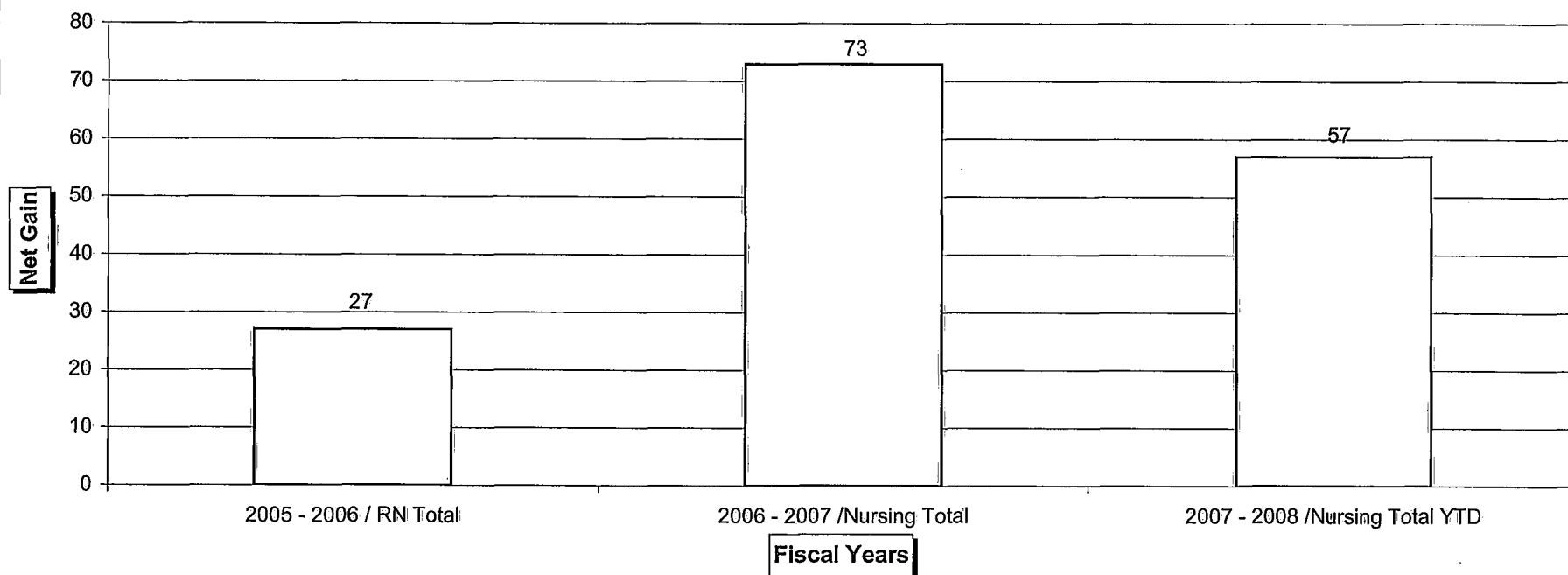
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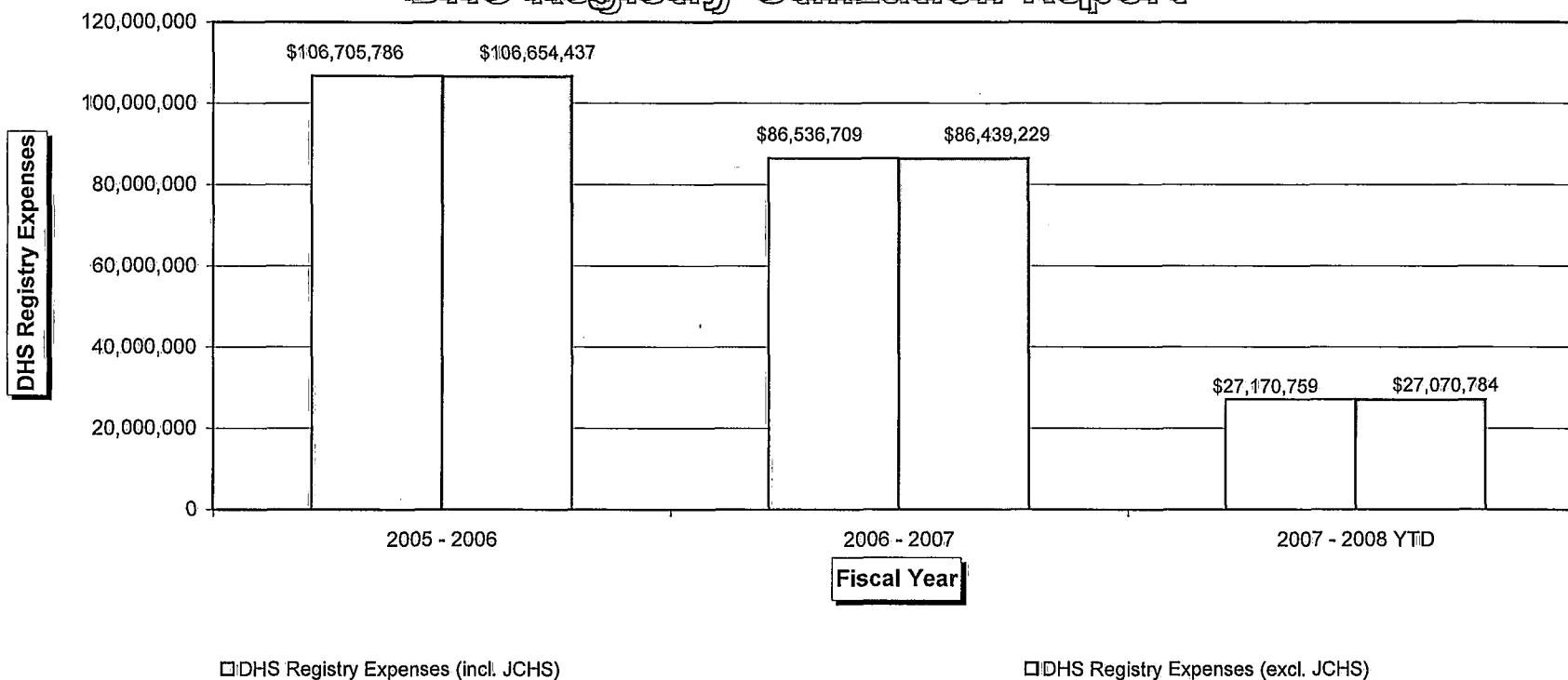|	FISCAL YEAR 2005 - 2008		
	2005 - 2006 / RN Total	2006 - 2007 /Nursing Total	2007 - 2008 /Nursing Total YTD
New Hires	85	164	100
Terminations	58	91	43
Net Gain/ (Loss)	27	73	57

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

DHS Registry Utilization Report

120,000,000

$106,705,786 $106,654,437

100,000,000

$86,536,709 $86,439,229

80,000,000

DHS Registry Expenses

60,000,000

40,000,000

$27,170,759 $27,070,784

20,000,000

0

| 2005 - 2006 | 2006 - 2007 | 2007 - 2008 YTD |

Fiscal Year

☐ DHS Registry Expenses (incl. JCHS)   ☐ DHS Registry Expenses (excl. JCHS)

* Data detailed includes Nursing in the following: RNs, LVNs, Surgical Techs, LPTs, CNAs, and Hemodialysis.
** FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 reflects Actual Expenses; 2006 - 2007 reflects Acutal Expenses; 2007 - 2008 reflects Actual Expenses as of January 2008.

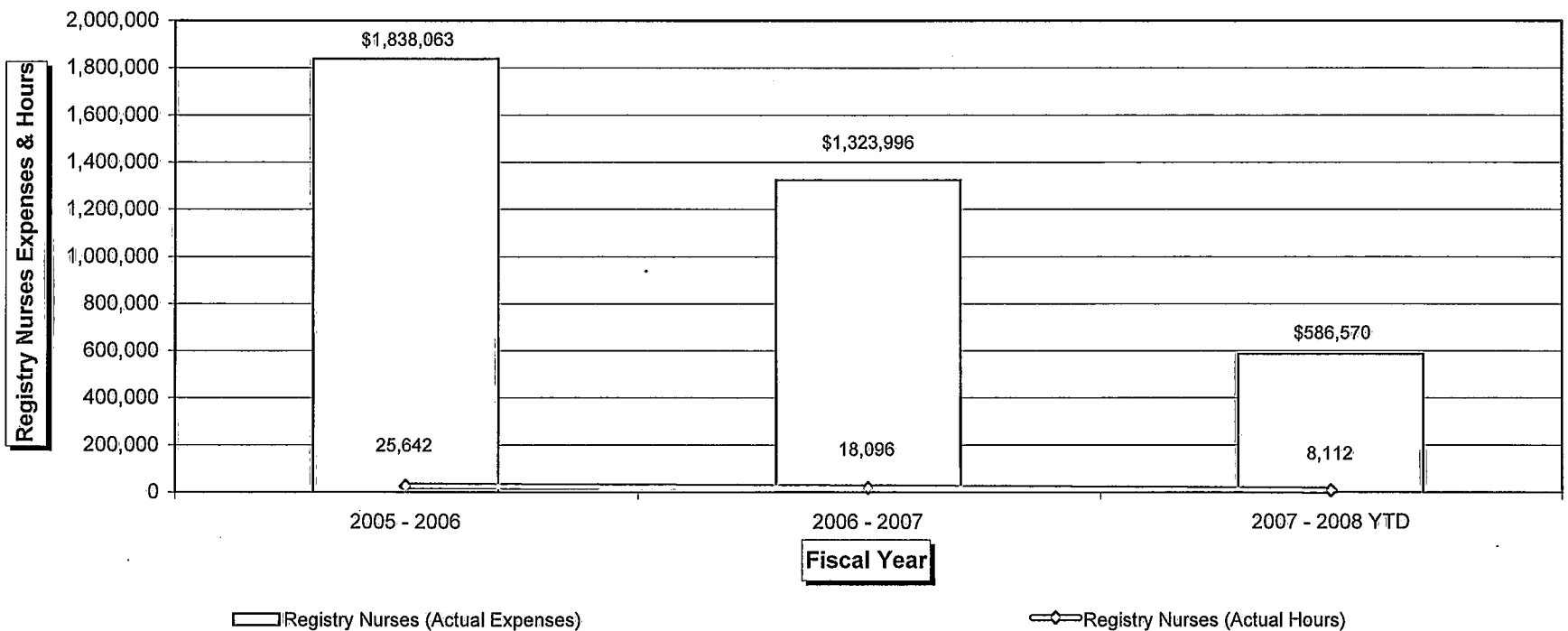|	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
DHS Registry Expenses (incl. JCHS)	106,705,786	86,536,709	27,170,759	74.54%
DHS Registry Expenses (excl. JCHS)	106,654,437	86,439,229	27,070,784	74.62%

Fiscal Year 2007 - 2008
Registry Nurses

Harbor - UCLA Medical Center

Chart: Registry Nurses Expenses & Hours by Fiscal Year

Fiscal Year	Actual Expenses	Actual Hours
2005 - 2006	$1,838,063	25,642
2006 - 2007	$1,323,996	18,096
2007 - 2008 YTD	$586,570	8,112

Legend: Registry Nurses (Actual Expenses) / Registry Nurses (Actual Hours)

***   FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

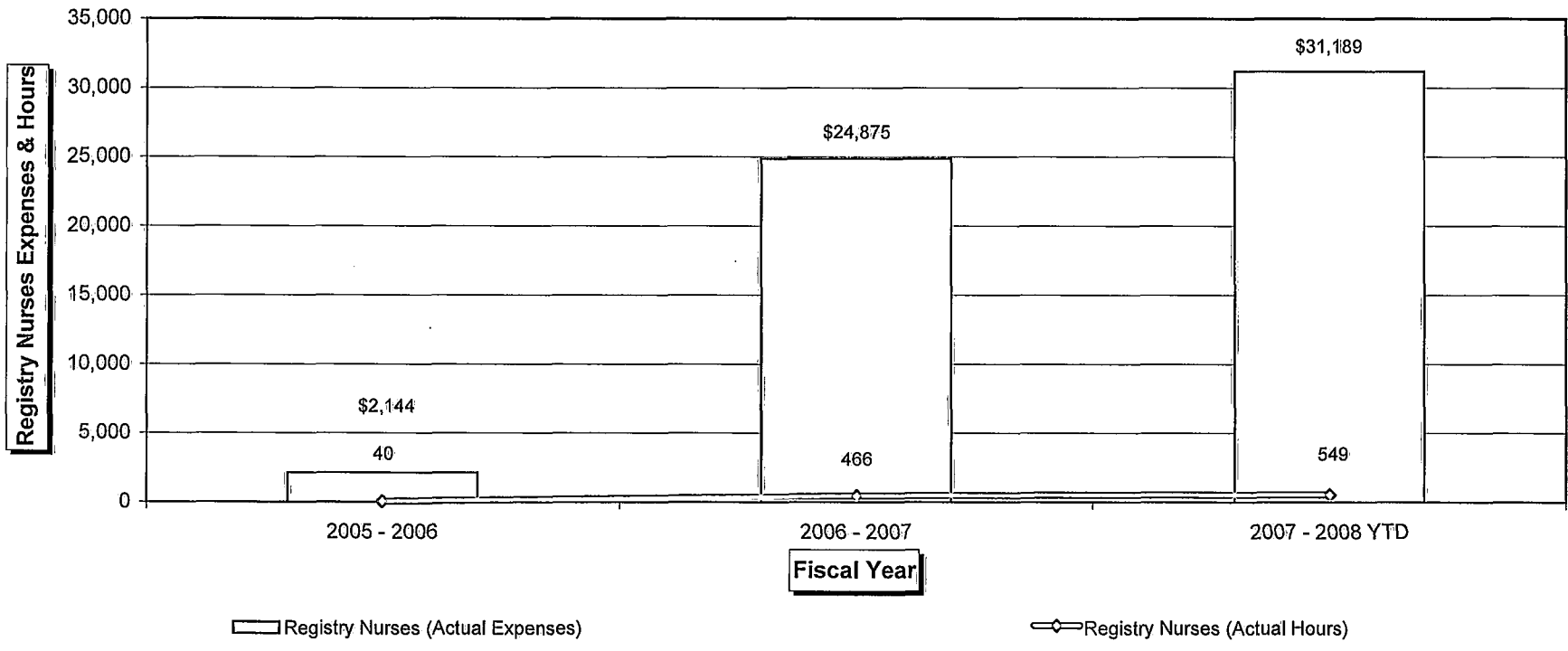|	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
Registry Nurses (Actual Expenses)	1,838,063	1,323,996	586,570	68%
Registry Nurses (Actual Hours)	25,642	18,096	8,112	68%

Fiscal Year 2007 - 2008
Registry Nurses

High Desert Health Systems

Registry Nurses Expenses & Hours

- $31,189 (2007 - 2008 YTD)
- $24,875 (2006 - 2007)
- $2,144 (2005 - 2006)
- 40 (2005 - 2006)
- 466 (2006 - 2007)
- 549 (2007 - 2008 YTD)

▢ Registry Nurses (Actual Expenses)	◇ Registry Nurses (Actual Hours)

Fiscal Year

***   FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
    2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

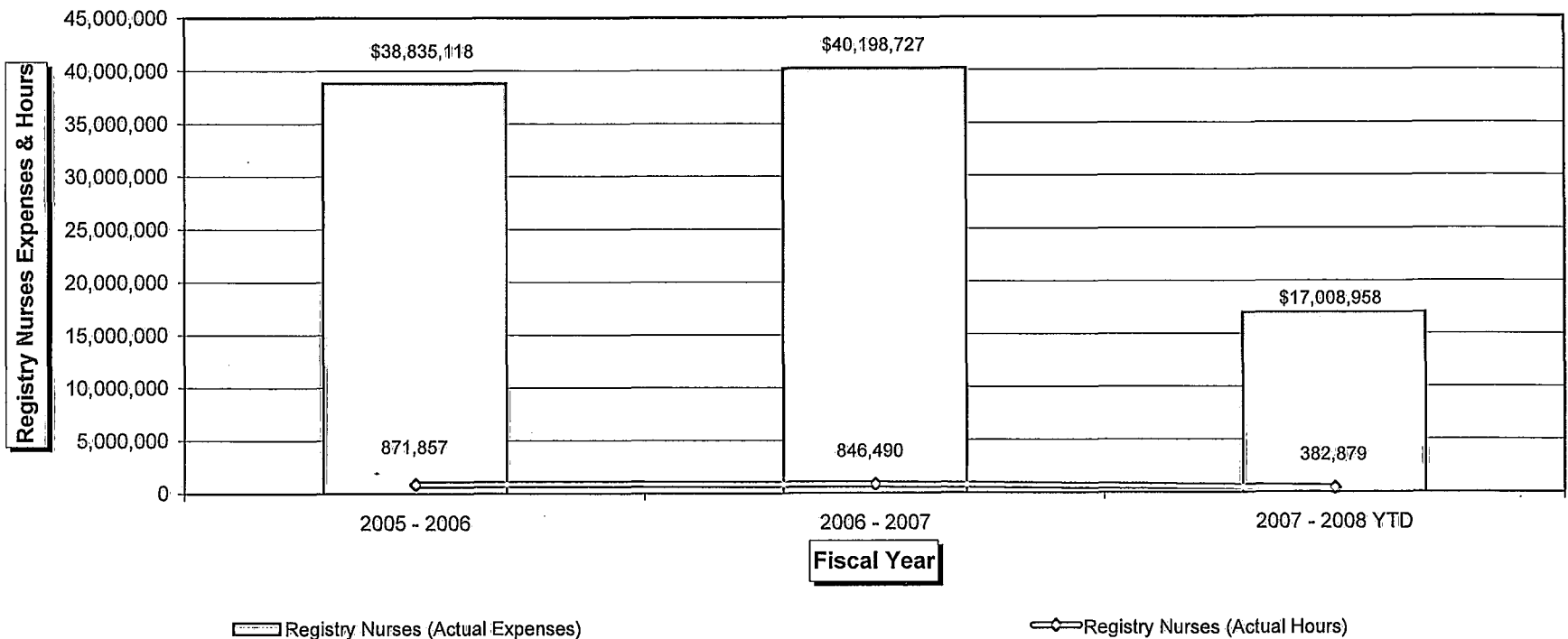|	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
Registry Nurses (Actual Expenses)	2,144	24,875	31,189	-93%
Registry Nurses (Actual Hours)	40	466	549	-93%

ONA.lw   Board Assignments\High Desert Health Systems

Fiscal Year 2007 - 2008
Registry Nurses

LAC + USC Healthcare Network

FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
Registry Nurses (Actual Expenses)	38,835,118	40,198,727	17,008,958	56%
Registry Nurses (Actual Hours)	871,857	846,490	382,879	56%

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Fiscal Year 2007 - 2008
Registry Nurses

Health Services
LOS ANGELES COUNTY

Juvenile Court Health Services

*** FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

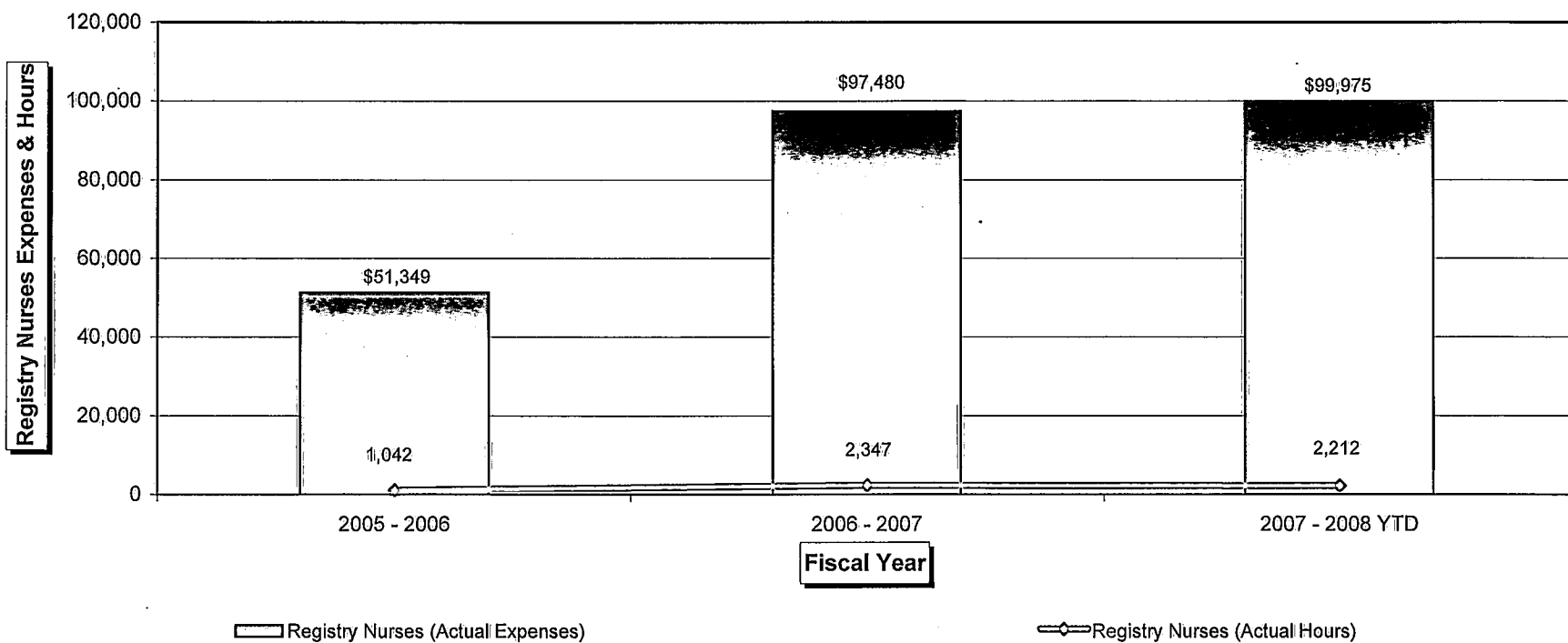|	51,349	97,480	99,975	-49%
	1,042	2,347	2,212	-53%

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Fiscal Year 2007 - 2008
Registry Nurses

Martin Luther King, Jr. Multi-Service Ambulatory Care Center

Registry Nurses Expenses & Hours

2005 - 2006	2006 - 2007	2007 - 2008 YTD
$54,999,640	$31,454,689	$2,808,568
956,715	487,062	42,544

Fiscal Year

☐ Registry Nurses (Actual Expenses)   ◇ Registry Nurses (Actual Hours)

***   FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
Registry Nurses (Actual Expenses)	54,999,640	31,454,689	2,808,568	95%
Registry Nurses (Actual Hours)	956,715	487,062	42,544	96%

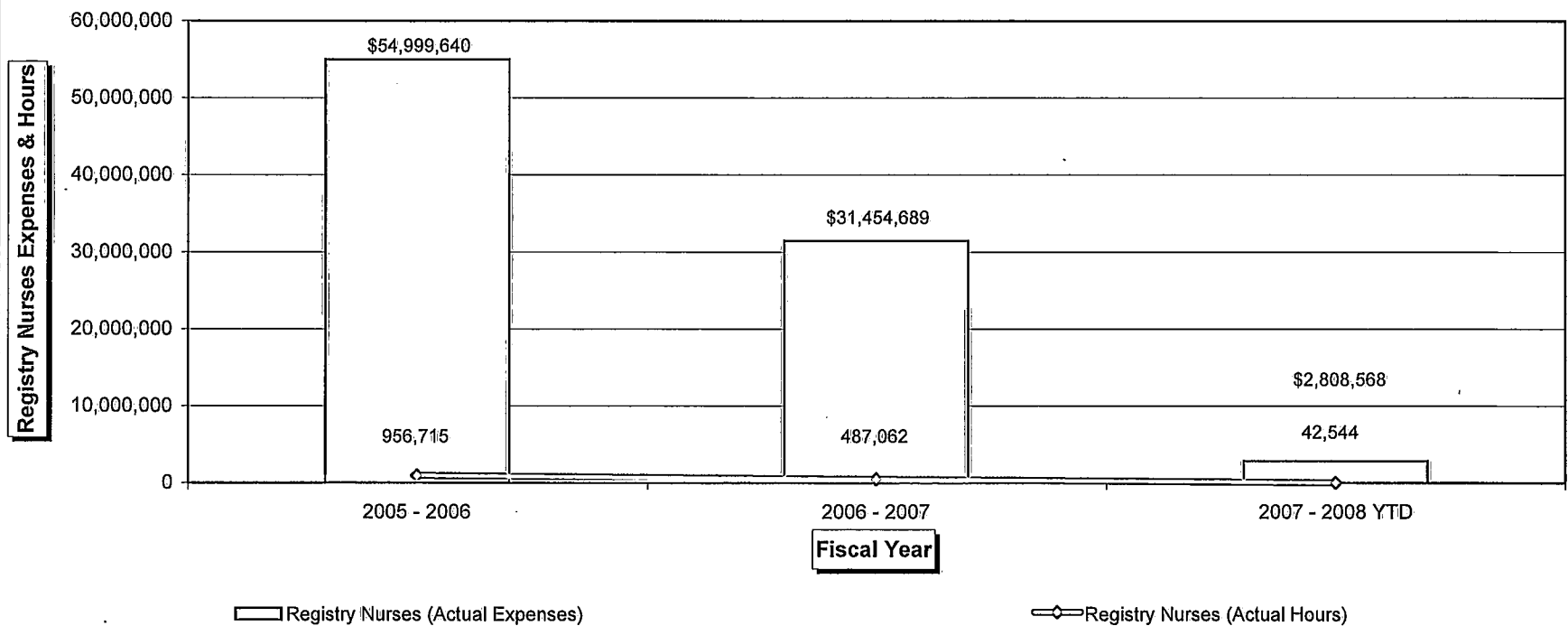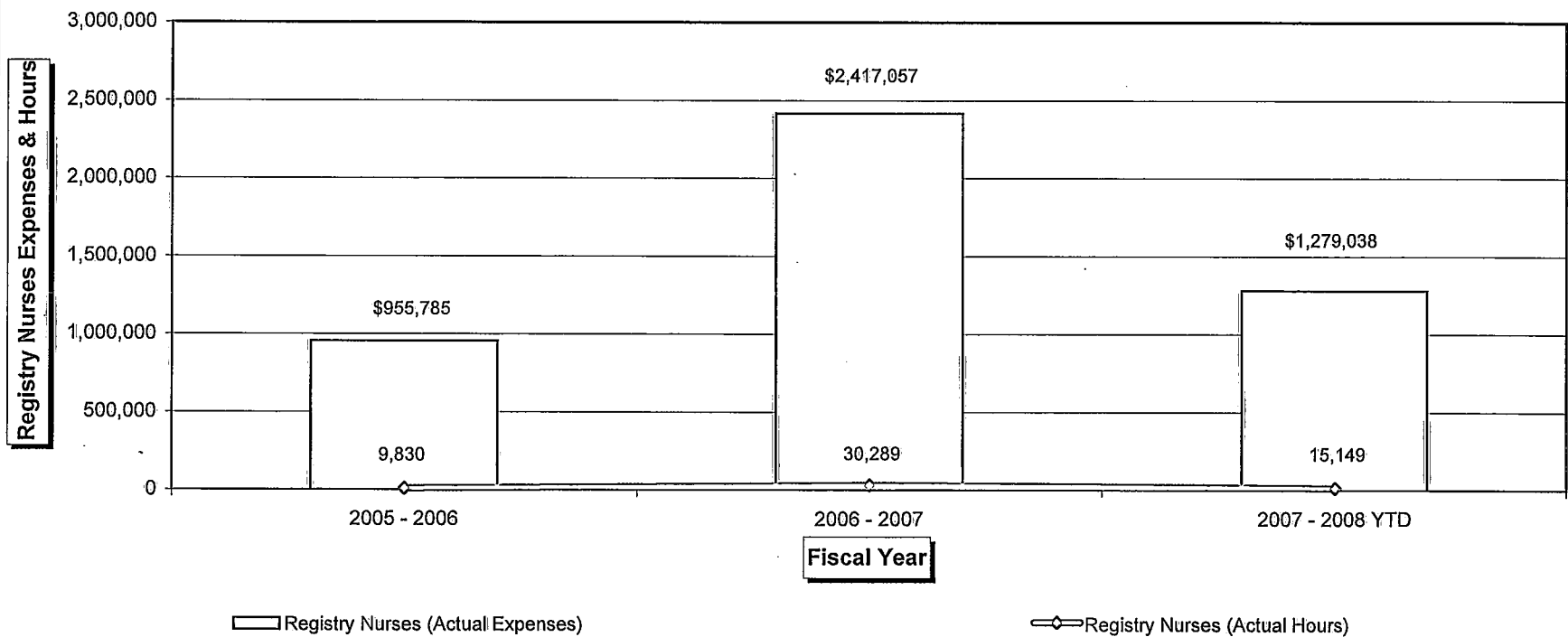ONA:lw   Board Assignments\Martin Luther King, Jr. - Harbor Hospital

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Fiscal Year 2007 - 2008
Registry Nurses

Health Services
LOS ANGELES COUNTY

Rancho Los Amigos National Rehabilitation Center

Chart: Registry Nurses Expenses & Hours by Fiscal Year

- 2005 - 2006: $955,785 (9,830 hours)
- 2006 - 2007: $2,417,057 (30,289 hours)
- 2007 - 2008 YTD: $1,279,038 (15,149 hours)

Legend: Registry Nurses (Actual Expenses) / Registry Nurses (Actual Hours)

*** FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

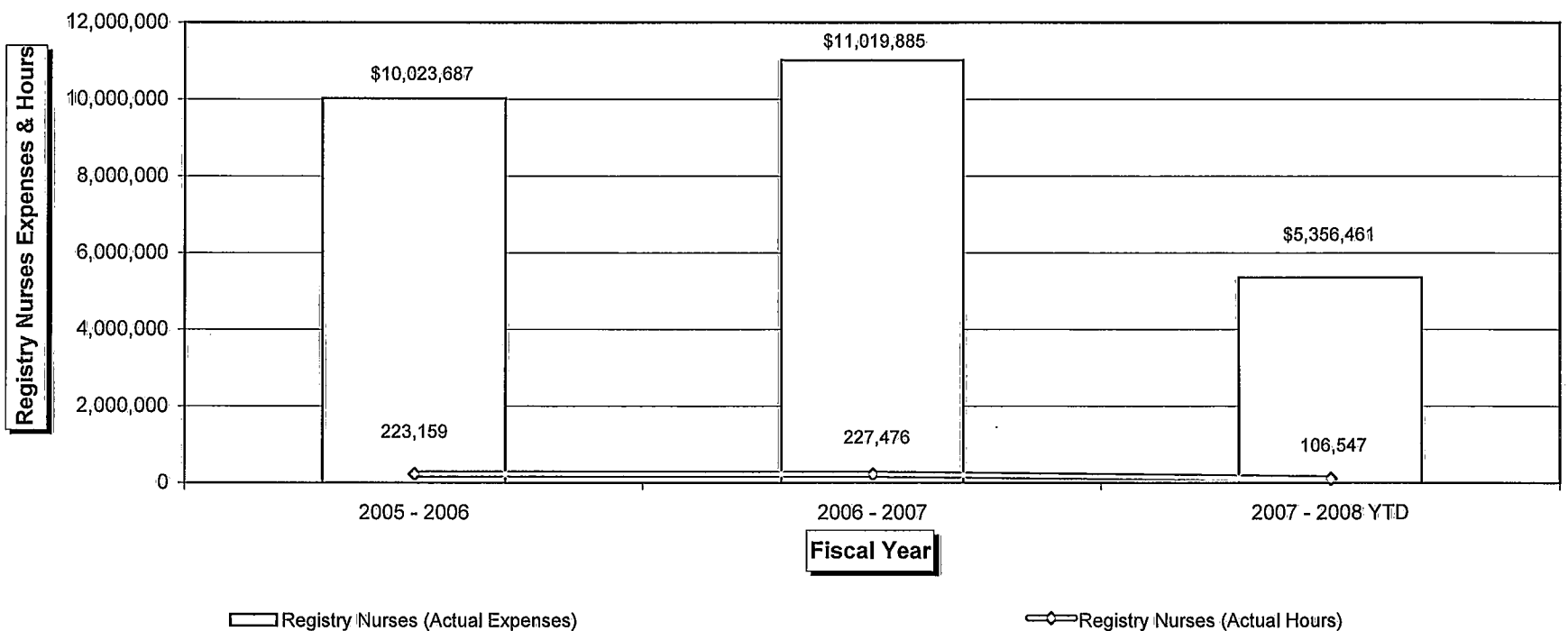|	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
Registry Nurses (Actual Expenses)	955,785	2,417,057	1,279,038	-25%
Registry Nurses (Actual Hours)	9,830	30,289	15,149	-35%

County of Los Angeles
Department of Health Services
Office of Nursing Affairs

Health Services
LOS ANGELES COUNTY

Fiscal Year 2007 - 2008
Registry Nurses

ValleyCare Olive View - UCLA Medical Center & Health Centers

Chart: Registry Nurses Expenses & Hours by Fiscal Year

Fiscal Year	Registry Nurses (Actual Expenses)	Registry Nurses (Actual Hours)
2005 - 2006	$10,023,687	223,159
2006 - 2007	$11,019,885	227,476
2007 - 2008 YTD	$5,356,461	106,547

Legend: ▭ Registry Nurses (Actual Expenses)   ◇ Registry Nurses (Actual Hours)

*** FY 2005 - 2006 data reflects final current Monthly Registry Report as of 08-25-2006. FY 2006 - 2007 data reflects final current Monthly Registry Report as of 08-15-2007.
2005 - 2006 & 2006 - 2007 reflects Actual Expenses and Actual Hours; 2007 - 2008 data reflects current Monthly Registry Report as of 03-20-2008 which details utilization data of of January 2008.

	FISCAL YEAR 2005 - 2008			Variance
	2005 - 2006	2006 - 2007	2007 - 2008 YTD	2005 - 06 to 2007 - 08
Registry Nurses (Actual Expenses)	10,023,687	11,019,885	5,356,461	47%
Registry Nurses (Actual Hours)	223,159	227,476	106,547	52%

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Vacancy
First Quarter Report
January 1, 2008 through March 31, 2008

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
High Desert Healthcare System (Dept 130)	# of Vacancy	15.0	15.0	18.0									
	% of Vacancy	20.0	20.0	25.0									
	Turnover Rate	0.0	2.14	2.13									
LAC+USC Healthcare Network (Dept 160)	# of Vacancy	265.3	262.2	221.5									
	% of Vacancy	14.9	14.8	12.5									
	Turnover Rate	1.09	1.09	0.80									
Harbor/UCLA Medical Center (Dept 200)	# of Vacancy	36.8	114.5	118.3									
	% of Vacancy	4.6	12.9	12.9									
	Turnover Rate	2.12	0.92	0.9									
MLK-Harbor Hospital (Dept 225)	# of Vavancy	0.0	0.0	0.0									
	% of Vacancy	0.0	0.0	0.0									
	Turnover Rate	1.9	0.0	2.6									
ValleyCare Olive View/UCLA Medical Center (Dept 240)	# of Vacancy	114	118	109.5									
	% of Vacancy	22.0	22.0	21.0									
	Turnover Rate	1.4	0.93	0.15									
Rancho Los Amigos National Rehabilitation Center (Dept 260)	# of Vacancy	68.6	57.6	55.2									
	% of Vacancy	31.9	27.0	25.7									
	Turnover Rate	1.7	0.57	2.26									

DEPARTMENT OF HEALTH SERVICES
Licensed Vocational Nurse Vacancy
First Quarter Report
January 1, 2008 through March 31, 2008

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
High Desert Healthcare System (Dept 130)	# of Vacancy	2.0	2	0									
	% of Vacancy	6.0	6	8.8									
	Turnover Rate	0.00	5.48	2.9									
LAC+USC Healthcare Network (Dept 160)	# of Vacancy	5.4	8.4	5.4									
	% of Vacancy	4.4	6.8	4.4									
	Turnover Rate	0.67	0.67	2.01									
Harbor/UCLA Medical Center (Dept 200)	# of Vacancy	36.8	29.5	39.6									
	% of Vacancy	4.6	16.4	19.9									
	Turnover Rate	1.76	2.35	1.18									
MLK-Harbor Hospital (Dept 225)	# of Vavancy	0.0	0.0	0.0									
	% of Vacancy	0.0	0.0	0.0									
	Turnover Rate	0.00	9.09	0.00									
ValleyCare Olive View/UCLA Medical Center (Dept 240)	# of Vacancy	23.0	24.0	27.0									
	% of Vacancy	25.0	26.0	29.0									
	Turnover Rate	3.05	0.0	0.0									
Rancho Los Amigos National Rehabilitation Center (Dept 260)	# of Vacancy	3.6	0.0	0.0									
	% of Vacancy	6.7	0.0	0.0									
	Turnover Rate	1.56	1.53	2.96									